EXHIBIT 300   **UII 024-000006010**

Exhibit 300: Capital Asset Summary
Part I: Summary Information And Justification (All Capital Assets)

Section A: Overview & Summary Information

Date Investment First Submitted: 2009-06-30
Date of Last Change to Activities: 2012-07-27
Investment Auto Submission Date: 2012-02-29
Date of Last Investment Detail Update: 2011-09-20
Date of Last Exhibit 300A Update: 2012-08-21
Date of Last Revision: 2012-08-21

Agency: 024 - Department of Homeland Security   **Bureau:** 60 - United States Coast Guard

Investment Part Code: 01

Investment Category: 48 - Multi-agency collaboration

1. Name of this Investment: USCG - Direct Access

2. Unique Investment Identifier (UII): 024-000006010

Section B: Investment Detail

1. **Provide a brief summary of the investment, including a brief description of the related benefit to the mission delivery and management support areas, and the primary beneficiary(ies) of the investment. Include an explanation of any dependencies between this investment and other investments.**

   Direct Access is a military HR and payroll system that uses Oracle and PeopleSoft COTS products. It includes the legacy Coast Guard JUMPS payroll system, which is in the process of being decommissioned as part of the Direct Access technical refresh. Direct Access is the authoritative source for all USCG HR data and management: "Staff position types, organization/department, and location Skill sets and competency/accomplishment data Pay rates, schedules, and mechanisms.""It is a cost efficient and effective O&M IT Investment that meets and exceeds business owner expectations and is in alignment with USCG/DHS and USPHS/HHS mission and vision. This investment is required to meet USCG personnel tracking and military payroll requirements documented in Titles 10 and 14 of the US Code since the OMB HR LOB does not address these requirements. Direct Access consolidated 4 CG HR and payroll applications and 6 PHS HR applications. ""Milestones represent functionality that can be used by both the USCG and USPHS. The PHS adoption of Direct Access systems will result in the disposition of USPHS legacy systems. USPHS will gain new functions that will help it manage its workforce and improve accountability and efficiency in support of its missions.""A benefit of this investment is USCG compliance with Clinger-Cohen, FFMIA and FMFIA, and the OMB "25 point plan" guidance to maximize the use of COTS solutions. On 4/1/08 the USCG Retiree and Annuitant payroll processing system was formally migrated from a legacy, custom built, mainframe based system, into the Direct

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Access PeopleSoft Global Payroll application. In 4QFY07, USPHS Commissioned Corps was directed by OMB to investigate the USCG?s success in implementing a commercial HR and Payroll product. The first phase of USPHS HR functionality was successfully deployed in 2QFY09." Additional USPHS functional capability will be migrated from USPHS legacy systems to Direct Access during the Technical Refresh project. This OMB recommendation demonstrates that the USCG is a Center of Excellence as a provider of outsourced Military HR services.""Beneficiaries of these services include: USCG and USPHS active duty & retiree personnel, USCG & USPHS managers, and payroll processing, finance, & HR personnel.""The following receive data from Direct Access:"USCG - CGBI"USCG - CAS Suite"USCG ? MISLE"USPHS - COPPS"USCG systems requiring personnel, location, dept., position, competency, accomplishment data OGA.

2. **How does this investment close in part or in whole any identified performance gap in support of the mission delivery and management support areas? Include an assessment of the program impact if this investment isn't fully funded.**

Direct Access is a military HR system that uses Oracle and PeopleSoft COTS products. It closes the requirement gap to meet USCG delivery and management of personnel tracking and military payroll requirements supporting the USCG mission and as documented in Titles 10 and 14 of the US Code. It provides military assignment processing; posts official military positions; schedules training; processes accessions, separations, retirements, promotions, and disciplinary actions; maintains all personnel attributes; and provides military payroll interface. Employee self-service capabilities include: view/update personal information; access to compensation and benefits information; access to employment; performance, and award history; and update contact information. Manager self-service capabilities include: view people and positions information throughout all of the USCG; initiate paperless personnel transactions ; perform mass transactions; access organization specific reports on personnel action status, workforce information, emergency contacts, access to workforce analytical data; fill vacant positions or establish new positions; access to a position description library; and the ability to build a job requisition. Direct Access replaced four legacy systems allowing for more cross functional use and reducing data errors by eliminating interfaces. With the inclusion of Global Payroll, the existing Active Duty Military Pay system, JUMPS, will be retired as well. HW and SW support costs associated with the legacy and outdated IBM mainframe will be eliminated. The consolidation of multiple systems into one allows for the reduction in the costs associated with configuration management, change management, security certification and accreditation, IT governance, and EVM. Use of a COTS solution with outsourced hosting has provided significant long term cost savings in terms of technology refresh costs for hardware and application upgrades. These benefits will be extended throughout FY12 and FY13 through the consolidation of other HR related functions and systems into the Direct Access architecture further adding to the cost reductions and improved efficiencies. As active members in the Oracle PeopleSoft Defense Users Group (DUG), USCG Direct Access best practices are being leveraged internationally. If not funded, USCG, NOAA and PHS will be unable to process military HR and Payroll.

3. **Provide a list of this investment's accomplishments in the prior year (PY), including projects or useful components/project segments completed, new functionality added, or operational efficiency achieved.**

Portal Go-Live enables the technical refresh activities to be 'transparent' to the end user &

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provides a consistent secure entry to the suite of functionality. (10/10).   Implemented 1099R & Pay slips for CG Retiree Self Service (10/10) Work-Life Information Management System migrated from 8.0 to 9.1 with enhanced functionality (10/10) Migrated Security Clearance tracking functionality from 8.0 to 9.1 (11/10) Migrated Travel Charge Card tracking/reporting from 8.0 to 9.1 (11/10) 9.0 Global Pay and Portal Upgraded to 9.1 (2/11) Hardware upgrade completed for 8.0 production/dev/test instances (5/11) Established the CG-1 PMO (5/11) Migrated Awards functionality from 8.0 to 9.1 for USCG and 9.1 PHS (6/11) Collaborated with DFAS and provided DoD Retired Pay Code line (redacted) (6/11) SORN Biannual review and provided updated SORN (6/11) Implemented Connect Direct for secure file transfer (9/11) Annual Financial and Internal Controls Audit Annual Legislative Pay Changes (LPC).

4. **Provide a list of planned accomplishments for current year (CY) and budget year (BY).**

 Current Year Milestones (FY2012)   FY12 Q1:   Complete USCG FORCECOM requested system changes for the Foreign Language Pay Entitlements Program FY12 Q1:   Implement USPHS Interim Positions functionality FY12 Q1:   Implement USCG Military Retiree Self Service functionality Phase 4 FY12 Q1:   NLT start of FY, Begin move of Direct Access Hosting from IBM to DHS DC-1 FY12 Q2:   Complete Legislative Pay Changes, Cost of Living Adjustments, and Tax Table updates for both Direct Access Environments, Global Pay, and JUMPS FY12 Q2:   Complete PAL functions (Administration of Locations, Department and Positions) migration from version 8.0 to version 9.1 FY12 Q3:   Direct Access External Interfaces moved from version 8.0 to version 9.1 FY12 Q3:   Complete HR Profile Management functions (Administration of Competencies and Accomplishments for Persons and Positions) migration from version 8.0 to 9.1 FY12 Q3:   Complete move of Direct Access hosting from IBM to DHS DC-1   Budget Year Milestones (FY2013)   FY13 Q1:   Complete Military Accessions HR Process/Functions (Application by persons, recruiting functions, and hiring activities) migration from version 8.0 to version 9.1. FY13 Q1:   Complete Military Assignments HR Process/Functions (Publishing of job requisitions, military members requesting positions, succession planning, quality of fill, assigning people to positions) migration from version 8.0 to version 9.1. FY13 Q2:   Decommission custom-built military Recruiting (RATS) application FY13 Q3:   Complete Military Servicing Personnel Office functions (Administration of Travel Orders, Personnel Departing, Personnel Reporting, Entitlement start and stop) migration from version 8.0 to version 9.1.

5. **Provide the date of the Charter establishing the required Integrated Program Team (IPT) for this investment. An IPT must always include, but is not limited to: a qualified fully-dedicated IT program manager, a contract specialist, an information technology specialist, a security specialist and a business process owner before OMB will approve this program investment budget. IT Program Manager, Business Process Owner and Contract Specialist must be Government Employees.**

2011-08-30

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Section C: Summary of Funding (Budget Authority for Capital Assets)

1.

Table I.C.1 Summary of Funding				
	PY-1 & Prior	PY 2011	CY 2012	BY 2013
Planning Costs:	$0.0	$0.0	$0.0	$0.0
DME (Excluding Planning) Costs:	$31.9	$0.0	$0.0	$0.0
DME (Including Planning) Govt. FTEs:	$0.0	$0.0	$0.0	$0.0
Sub-Total DME (Including Govt. FTE):	$31.9	0	0	0
O & M Costs:	$62.6	$9.6	$12.2	$12.6
O & M Govt. FTEs:	$0.0	$0.0	$0.3	$0.3
Sub-Total O & M Costs (Including Govt. FTE):	$62.6	$9.6	$12.5	$12.9
Total Cost (Including Govt. FTE):	$94.5	$9.6	$12.5	$12.9
Total Govt. FTE costs:	0	0	$0.3	$0.3
# of FTE rep by costs:	37	5	7	7

Total change from prior year final President's Budget ($)		$0.0	$0.0	
Total change from prior year final President's Budget (%)		0.00%	0.00%	

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2. If the funding levels have changed from the FY 2012 President's Budget request for PY or CY, briefly explain those changes:

The summary of funding has increased due to the inclusion of PHS costs as well as costs required for expanding software licensing.

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Section D: Acquisition/Contract Strategy (All Capital Assets)

Table I.D.1 Contracts and Acquisition Strategy

Contract Type	EVM Required	Contracting Agency ID	Procurement Instrument Identifier (PIID)	Indefinite Delivery Vehicle (IDV) Reference ID	IDV Agency ID	Solicitation ID	Ultimate Contract Value ($M)	Type	PBSA ?	Effective Date	Actual or Expected End Date
Awarded	7008	HSCG2309FTBX015	GS35F4594G	4730							
Awarded	7008	HSCG2311FPCI110	GS35F0423W	4730							
Awarded	7008	HSCG2309CTBX036									
Awarded	7008	HSCG2311FPCI106	GS35F0153M	4730							
Awarded	7008	HSCG2308FHFG022	GS35F0153M	4730							
Awarded	7008	HSCG2306FTP9023	GS35F4984H	4730							

2. If earned value is not required or will not be a contract requirement for any of the contracts or task orders above, explain why:

EVM is performed/reported on the Technology Refresh activities by functional component as they occur. EVM data is mapped against specific performance measures/requirements and included in the quarterly DHS periodic reporting and USCG PMA reporting. Performance measures are also shared with the DOD DIMHRS team; lessons learned by both the DoD and USCG are leveraged by both organizations and documented in their respective operational analyses. In addition, annual operational analysis including contract reviews in the context of the performance goals is performed in conformance with OMB and DHS OA Guidance.   The O&M support contract, HSCG23-09-F-TBX015 does have EVM clauses for the technology refresh CLINS. HSCG23-06-F-TP9023, another competitively awarded contract, is for application hosting has detailed performance, reliability, accessibility, disaster recovery, and security service level agreements (SLAs) with specific penalties for non-compliance. The contract is updated quarterly with the most recent DHS security and privacy requirements addressing PII, incident response, & system hardening.   Labor Hour contracts only require a labor deliverable, and when these contracts were first established several years ago, and due to the nature of the required work and the evolving DHS and USCG operational environments, it was not possible to accurately estimate the scope and associated costs for many of the anticipated tasks. However, to reduce risk to the USCG, a hybrid approach was used: for the requirements that could be defined, a PWS was included with quantifiable metrics to which the contractors must adhere with penalties applied for non conformance (is supporting FAR 37). PWS metrics include schedule-related items, cost-related

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items, specific deliverables (monthly, quarterly, and annual -both scheduled & anticipated), and quality-related items (acceptable number of errors, review times, and remediation durations) Adherence to all DHS security and privacy requirements is specified.

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Exhibit 300B: Performance Measurement Report

Section A: General Information

Date of Last Change to Activities: 2012-07-27

Section B: Project Execution Data

Table II.B.1 Projects

Project ID	Project Name	Project Description	Project Start Date	Project Completion Date	Project Lifecycle Cost ($M)
1	Direct Access Technical Refresh	Direct Access PeopleSoft 8.0 to 9.1 Technical Refresh Activities.			
2	Direct Access Maintenance	Direct Access technical sustainment and maintenance.			
3	CG-1 PMO Support	CG-1 PMO Support.			

Activity Summary

Roll-up of Information Provided in Lowest Level Child Activities

Project ID	Name	Total Cost of Project Activities ($M)	End Point Schedule Variance (in days)	End Point Schedule Variance (%)	Cost Variance ($M)	Cost Variance (%)	Total Planned Cost ($M)	Count of Activities
1	Direct Access Technical Refresh							
2	Direct Access Maintenance							
3	CG-1 PMO Support							

Key Deliverables

Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)

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			Key Deliverables					
Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
1	Testing & Implementation	PHS Interim Positions 1	2011-09-01	2011-09-01	2011-09-29	92	-28	-30.43%
2	Implementation	Foreign Language Pay: Adjust Direct Access 8.0 to accommodate six skill levels across the two existing eligibility categories (four for Interpreter and two for Linguist).	2011-10-03	2011-10-03	2011-10-03	124	0	0.00%
1	Planning, Requirements, & Design	Tech Refresh - Profiles: Assignment of Accomplishments, Competencies, and other personal achievements to members.	2011-11-02	2011-11-02	2011-12-09	124	-37	-29.84%
1	Data Conversion	Non-HR Pay Configuration and Setup Set 1: Technical work associated with the payroll project (i.e. Configuration, Setup, Development, Data Conversion, Interfaces)	2011-12-01	2011-12-01	2011-12-01	183	0	0.00%
1	Payroll - NON HR/Project Integration	Non-HR Pay Requirements, Design, Dev, Test Set 1	2011-12-01	2011-12-01	2011-12-01	183	0	0.00%
1	Planning, Requirements, & Design	Tech Refresh - 9.1 Interfaces: Move the PHS interface transmission point from Direct Access 8.0 to version 9.1.	2011-12-08	2011-12-08	2012-02-01	162	-55	-33.95%
1	Planning & Requirements Analysis	Tech Refresh - Orders: Issuing official directives to affect	2012-01-04	2012-10-01		111	-271	-244.14%

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		Key Deliverables						
Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
		new assignments, travel, and other actions that impact a person (i.e. permanent change of station, temporary change of station, retirement, discharge).						
2	Implementation	Annual Legislative Pay Changes & COLA Adjustment	2012-01-13	2012-01-13	2012-01-13	88	0	0.00%
2	Implementation	Tax Table Updates	2012-01-13	2012-01-13	2012-01-13	88	0	0.00%
1	Data Conversion 2 & Implementation	Tech Refresh - Personal Allowance List (PAL):PHS Interim Positions 2	2012-02-27	2012-02-27	2012-02-29	178	-2	-1.12%
1	Design, Development, Testing, & Implementation	Tech Refresh - Absence Request	2012-03-26	2012-03-26	2012-03-26	146	0	0.00%
1	Development & Test	Tech Refresh - Profiles: Assignment of Accomplishments, Competencies, and other personal achievements to members.	2012-04-13	2012-04-13	2012-04-13	162	0	0.00%
1	Development & Test	Tech Refresh - 9.1 Interfaces: Move the PHS interface transmission point from Direct Access 8.0 to version 9.1.	2012-04-17	2012-04-17	2012-04-16	168	1	0.60%
1	Implementation	Tech Refresh - Profiles: Assignment of Accomplishments, Competencies, and other personal achievements to members.	2012-04-30	2012-04-30	2012-04-30	14	0	0.00%

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			Key Deliverables				
Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
1	Payroll Configuration & Setup	Non-HR Pay Configuration and Setup Set 2: Technical work associated with the payroll project (i.e. Configuration, Setup, Development, Data Conversion, Interfaces)	2012-05-31	2012-05-31	2012-05-31	181	0	0.00%
1	Payroll-non HR/Project	Non-HR Pay Requirements, Design, Dev, Test Set 2	2012-05-31	2012-05-31	2012-05-31	181	0	0.00%
1	Planning , Requirements & Design	Tech Refresh - Assignments: Assignment activities (Job Shopping list, job request, rank ordering of job preferences, matching of people with opportunities, publishing results) until the point at which the Assignment is published and the orders are cut.	2012-06-15	2012-09-07		164	-84	-51.22%
1	Design	Tech Refresh - Accessions: Recruit and hire a military member into the Coast Guard	2012-06-29	2012-08-03		347	-63	-18.16%
1	Design	PHS Retiree & Annuitant Payroll	2012-08-23	2012-08-23		175	-8	-4.57%
1	Design	Tech Refresh - Orders: Issuing official directives to affect new assignments, travel, and other actions that impact a person (i.e. permanent change of	2012-09-05	2012-09-14		244	-9	-3.69%

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					Key Deliverables			
Project Name	**Activity Name**	**Description**	**Planned Completion Date**	**Projected Completion Date**	**Actual Completion Date**	**Duration (in days)**	**Schedule Variance (in days)**	**Schedule Variance (%)**
		station, temporary change of station, retirement, discharge).						
1	Development	Tech Refresh - Accessions: Recruit and hire a military member into the Coast Guard	2012-09-14	2012-09-14		165	0	0.00%
1	Planning, Requirements Analysis & Design	Tech Refresh - SPO-PCS: account for all SPO/Orders activities as related to Assignments (Check-out of old position, en route to new position, and Check-In at new position).	2012-10-29	2012-10-29		181	0	0.00%
1	Payroll Configuration & Setup	Non-HR Pay Configuration and Setup Set 3: Technical work associated with the payroll project (i.e. Configuration, Setup, Development, Data Conversion, Interfaces)	2012-11-29	2012-11-29		181	0	0.00%
1	Payroll-non HR/Project	Non-HR Pay Requirements, Design, Dev, Test Set 3	2012-11-29	2012-11-29		181	0	0.00%

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Section C: Operational Data

Table II.C.1 Performance Metrics								
Metric Description	Unit of Measure	FEA Performance Measurement Category Mapping	Measurement Condition	Baseline	Target for PY	Actual for PY	Target for CY	Reporting Frequency
Pay Account Discrepancy Turnaround (Days) in order reduce the potential for financial transaction errors	Days	Process and Activities - Quality	Over target	1.000000	10.000000	1.000000	1.000000	Quarterly
# Payroll Exceptions/# of Transactions (%) in order reduce the potential for financial transaction errors	Percent	Mission and Business Results - Management of Government Resources	Under target	5.230000	4.500000	6.100000	4.500000	Quarterly
Separation Payment Timeliness (% paid on separation Day) in order reduce the potential for financial transaction errors	Percent	Mission and Business Results - Management of Government Resources	Under target	95.000000	87.000000	98.000000	95.000000	Quarterly
Average time to resolve customer service inquiry (Days) in order to minimize time spent by users addressing technical issues	Days	Customer Results - Timeliness and Responsiveness	Under target	17.000000	7.000000	9.500000	5.000000	Quarterly
Overall Customer Service Quality scale of 1 (low) to 5 (high).	Percent	Customer Results - Service Quality	Over target	4.000000	4.000000	4.530000	4.000000	Quarterly
Delivery of application changes to production measured in days	Days	Technology - Quality Assurance	Under target	86.000000	85.000000	138.000000	80.000000	Quarterly
System Availability	Perrent	Technology - Reliability and Availability	Over target	99.500000	99.500000	100.000000	99.500000	Monthly